



# Building Strong Teams

## A cohort-based coaching program for teams in legal services nonprofits

### Overview

Legal services nonprofits rely on a variety of types of teams to achieve their mission, and how a team works together has a dramatic impact on how successful the team is in meeting its core purpose and goals. Today's complex, volatile, and fast-moving environment requires teams to be increasingly skillful in how they interact, communicate, manage conflict, find alignment, make decisions, and build inclusion, equity, and trust.

Team Coaching empowers teams to work toward ongoing development as a group, while strengthening alignment, collaboration, adaptability, and performance. The coach and the team work together in a co-created partnership that supports the team in reflecting on its dynamics and relationships to maximize the team's abilities and potential to reach its common purpose and shared goals.

This group Team Coaching Program will bring together a cohort of a small number of teams from legal services nonprofits in the United States to learn and apply best practices for teams. Over a six-month period, teams in this online program will participate in 4 workshops with the full cohort of teams and 4 individualized team coaching sessions designed to support each team in applying the concepts and best practices to the team's unique organizational context, function, and goals.

### How It Works

From March to September 2022, teams from legal services nonprofits will come together to form a cohort that will learn together in 4 group workshops and will also participate in 4 individualized team coaching sessions with expert team coach Julia Wilson. The program consists of the following components:

Full Cohort Workshops	Team Coaching Sessions	Independent Team Work
 <p>The full cohort of teams will come together for 4 online workshops (3 hours each). The workshops will cover core concepts and best practices for teams and provide time for teams to work in their own breakout groups to begin to apply the learnings to their work.</p> <p>Total: 12 hours</p>	 <p>Between the cohort workshops, each team will work directly with Julia in 4 online team coaching sessions (2 hours each, scheduled based on the team's availability). The coaching sessions will support the team in applying the concepts and practices, deepening the learning, &amp; implementing change.</p> <p>Total: 8 hours</p>	 <p>Each team will design its own unique action items that the team members will work on together between the cohort workshops and team coaching sessions to continue to apply the concepts and practices and implement change.</p> <p>Total: approximately 10 hours</p>

## Types of Teams and Required Participation

This group Team Coaching Program is designed for partnerships and teams from legal services nonprofits. Teams must have at least 2 and no more than 7 members. Examples of two-person partnerships might include Executives and Deputy Directors or Executives and Board Chairs. Examples of larger teams might include management or leadership teams, program teams, or other functional teams. The partnerships and teams must already exist within the organization's structure (i.e., the team should not be formed solely for the purpose of the group coaching program). If there is a role that is designated as the leader of the team, that person must participate in the Team Coaching Program.

For a team to be able to participate, all team members must commit to participating in the 4 full cohort workshops (dates below), 4 team coaching sessions (scheduled based on the team's availability), and the team's independent work between the workshops and coaching sessions. All workshops and coaching sessions will take place online using the zoom platform.

## Program Content and Dates

### #1. Topic: Team Assessment & Core Team Concepts | March & April

- Team Diagnostic Survey: complete online between March 1 to 14
- Full Cohort (All Teams) Workshop #1: March 24 (3 hours), 10am to 1pm Pacific | 1pm to 4pm Eastern
- Individual Team Coaching Session #1: (2 hours), to be scheduled during April

### #2. Topic: Effective Communication | May

- Full Cohort (All Teams) Workshop #2: May 5 (3 hours), 10am to 1pm Pacific | 1pm to 4pm Eastern
- Individual Team Coaching Session #2: (2 hours), to be scheduled during the latter part of May or early June

### #3. Topic: Managing Constructive Conflict | June & July

- Full Cohort (All Teams) Workshop #3: June 16 (3 hours), 10am to 1pm Pacific | 1pm to 4pm Eastern
- Individual Team Coaching Session #3: (2 hours), to be scheduled during July

### #4. Topic: Managing Change | August & September

- Full Cohort (All Teams) Workshop #4: August 18 (3 hours), 10am to 1pm Pacific | 1pm to 4pm Eastern
- Individual Team Coaching Session #4: (2 hours), to be scheduled for the end of August or in September

## 2022 Calendar

<p><u>March</u></p> <ul style="list-style-type: none"><li>• Diagnostic Survey</li><li>• Workshop March 24 (10am to 1pm PST)</li></ul>	<p><u>April</u></p> <ul style="list-style-type: none"><li>• Team Coaching #1</li></ul>	<p><u>May</u></p> <ul style="list-style-type: none"><li>• Workshop May 5 (10am to 1pm PST)</li><li>• Team Coaching #2</li></ul>
<p><u>June</u></p> <ul style="list-style-type: none"><li>• Workshop June 16 (10am to 1pm PST)</li></ul>	<p><u>July</u></p> <ul style="list-style-type: none"><li>• Team Coaching #3</li></ul>	<p><u>August</u></p> <ul style="list-style-type: none"><li>• Workshop Aug. 18 (10am to 1pm PST)</li><li>• Team Coaching #4 (end of Aug. or Sept.)</li></ul>

**Cost: ~~\$5,000~~**

***For this inaugural offering, the price is reduced to \$2,500 per Team***

Similar cohort-based programs focused on increasing the functioning and performance of teams often cost \$10,000 or more, while individualized team coaching programs often cost more than \$25,000. This program is designed to make team coaching supports available to legal services nonprofits' teams at a lower cost, and during this inaugural offering, enrollment is being offered **at the discounted price of \$2,500 per team** (discounted from the regular cost of \$5,000).

### **Application Process and Deadline**

The 2022 cohort will be limited to 5 or 6 teams. Teams interested in participating in the program should complete the online application form **by 5pm PST on Friday, February 25, 2022**. Applications will be considered on a rolling basis, and enrollment will be allocated on a first-come, first-served basis for teams found to meet the enrollment criteria. The application form is online at **<https://bit.ly/TeamCoaching2022>**.

### **Why Work with Julia Wilson Coaching**

Drawing on over 20 years of leadership in the legal services nonprofit sector, Julia Wilson serves as a coach and consultant supporting individuals, teams, and organizations in the legal services and social justice community. Julia is a Professional Certified Coach (PCC) through the International Coaching Federation, a Certified Professional Co-Active Coach (CPCC), is trained in Organization & Relationship Systems Coaching (ORSC™) through CRR Global, and is a Certified Professional Intelligence Coach (CPQC). She is also a trained conflict mediator through Community Boards in San Francisco and is working toward certification as a Workplace Mindfulness Facilitator with Mindful Leader. She is an attorney licensed by the State Bar of California (inactive status) and an award-winning social justice innovator with a personal passion for civil justice.

For more about Julia's professional background, please see **[her LinkedIn profile](#)**. To see more about her coaching practice, please see **[www.JuliaWilsonCoaching.com](http://www.JuliaWilsonCoaching.com)**.